



Maynooth University Ollscoil Mhá Nuad

School of Business Lecturers in Information and Communication Technology

The University

Formally established as an autonomous university in 1997, but tracing its origins to the foundation of the Royal College of St. Patrick in 1795, Maynooth University, (National University of Ireland Maynooth) draws on a heritage of over 200 years' commitment to education and scholarship. The last two decades have seen the University grow rapidly in scale, strength and stature. Maynooth University is today a university of international standing, renowned for the quality and value of its research and scholarship, for its dedication to excellent teaching, for providing an outstanding learning experience for its 10,000 students, and as a uniquely collegial environment in which to pursue scholarly work.

Maynooth University is embarking upon a new and exciting phase of its development under the *University Strategic Plan 2012-17* with a vision to consolidate the international reputation of Maynooth University *"as a university known for outstanding teaching, excellent research, a global outlook, effective engagement with the society we serve, and our distinctive approach to the challenges facing modern higher education."*

The *University Strategic Plan 2012-17* sets seven strategic goals for the university:

- to offer students an outstanding university education, the best available in Ireland, an education which challenges and supports all students to achieve their full potential, and prepares students for life, work and citizenship, and for complexity, diversity and change;
- to be recognised by 2017 as playing a leading international role and being the clear national leader in a number of thematic areas of research that address the major societal challenges of the 21st century;
- to achieve a step change in our international activities, doubling the number of international students on campus and doubling the number of domestic students spending time abroad, in order to create a truly intercultural and multilingual institution;
- to strengthen our engagement with all stakeholders through sustained partnerships with enterprises, communities, civil society and public bodies, to build support for the mission of the university, to serve the needs of society, and to open new opportunities for research and learning;
- to maximise our unique and distinctive contribution to the national system of higher education through a set of purposeful and sustained strategic partnerships at regional and national level, and to extend our international reach through a network of global partnerships;

- to be an excellent place to work, known for a collegial ethos which empowers all staff to contribute fully to the development of the university;
- to enable the achievement of ambitious strategic objectives in challenging circumstances through careful planning, excellent services and infrastructure, and sound governance and management.

The University has distinctive institutional strengths in six thematic priority areas:

- People, Place and Environment;
- Social and Economic Transformations;
- Human Health;
- Mathematics, Communications and Computation;
- Humanities in Practice; Sources, Resources & Discourses;
- Human Cultures, Experience & Creativity.

The University has 27 academic departments which are organised into three Faculties: Arts, Celtic Studies and Philosophy; Science and Engineering; and Social Sciences. The University is also home to a number of multi- and trans-disciplinary research institutes, including the Hamilton Institute, the National Centre for Geocomputation, the National Institute for Regional and Spatial Analysis, and Institute of Immunology.

In a pioneering recent development, Maynooth University, Dublin City University and the Royal College of Surgeons in Ireland have established the 3U Partnership, a new strategic association that brings together the distinctive and complementary strengths of the three institutions.

Faculty and Research Institutes

The Faculty of Social Sciences comprises the School of Business; Departments of Design Innovation; Economics, Finance & Accounting; Adult and Community Education; Anthropology; Applied Social Studies; Education; Geography; Law; Sociology; the Froebel Department of Primary and Early Childhood Education; and International Development. The role of the Faculty is to co-ordinate the academic activities of individual departments, to oversee the strategic development of departments, and to support interdepartmental programmes. The University has also developed a number of interdisciplinary institutes to support excellent research and to build research capacity across disciplines. The Faculty of Social Science is particularly active in the People, Place and Society, and the Social and Economic Transformations, which includes Business Innovation, thematic research areas.

School of Business

Our Faculty and Research

The School of Business was founded in 2007 and currently represents approximately 10% of all registered students in the university. We currently have 18 full-time faculty and a team of part-time lecturers. We are currently recruiting an additional 4 new School of Business full time faculty. We wish to recruit research active educators who will build on our existing research capabilities and be practitioners of research-engaged and research-led teaching.

Our areas of strength are currently in management information systems/information communication technology, management (including strategy, international management, innovation and general management), organisational behaviour and HRM, marketing, and operations.

The heart of our approach to education is to have research active faculty engaged in teaching a range of disciplines across our portfolio of undergraduate and postgraduate degrees, including our PhD programme. We encourage applicants to review the profile of faculty members for details of their individual research interests and outputs that can be found in the our people section of the School of

Business website (<https://www.maynoothuniversity.ie/school-business>). The research of the School is rooted in the research of our people first and foremost. Teams of researchers within the school and co-authoring relationships across the school emerge organically and with the support of the Research Office and internal school networking. Our faculty have been successful in obtaining significant research funding from Science Foundation Ireland, Enterprise Ireland, the IDA, and the Irish Research Council amongst other funders in the last five years.

Our current research focus includes areas such as innovation (from strategy, behavioural, marketing, operations, information communication technologies/management information systems, and services innovation perspectives), change management, management education processes and efficacy, social justice (from perspectives including gender, migration, ethics, and organizational behaviour), international management, amongst others. We are open to new faculty building on our current fields of research expertise or building additional capabilities. Our focus is on the research excellence and the development of faculty research capabilities.

Our faculty have published in a wide range of peer reviewed international journals, received awards for their research in conferences (e.g. Academy of Management conference, Academy of Marketing conference, and European Academy of Management amongst others), and raised several million euros in competitive grants in the last five years (e.g. from Science Foundation Ireland and Enterprise Ireland). Our faculty actively participate in the leadership of local and international research communities and different members of our faculty have, for example, served as the President of the Academy of Management, Program Chair of the AOM Management Education and Development division, leadership roles in the Irish Academy of Management, expert evaluators for the European Commission, and journal editorial roles.

Examples of **Association of Business School 4 and 3 ranked journals** that our faculty have published in over the last 9 years include.

- **Information Communication Technology/Management Information Systems:** Information Systems Journal; Journal of Strategic Information Systems; Journal of Information Technology; European Journal of Information Systems.
- **Management:** Journal of Management; Journal of International Business Studies; Accounting, Organizations and Society; Research Policy; Organisation Studies; Human Resource Management (USA); Human Relations; Academy of Management Education and Learning; Journal of World Business; Journal of Business Ethics; Long Range Planning; Technovation; New Technology Work and Employment; Journal of International Management; and Work Employment and Society.
- **Marketing:** International Small Business Journal; Industrial Marketing Management; Journal of Marketing Management;
- **Operations:** Supply Chain Management: An International Journal; International Journal of Production Economics.

For more details of the larger range of outlets we have published in and our research interests please see our website.

Many of our faculty focus on issues of innovation, internationalisation and the management of knowledge from the perspective of their core fields (operations, strategy, international business, OB and HR, marketing, ICT). Our ICT faculty work with the Institute of Value Innovation and Lero amongst other research groups on projects ranging from the Internet of Things, Smart Cities, business models, open innovation, IT capability maturity processes and performance outcomes, crowdsourcing, managing multi-party collaborative networks to create new value through ICT (interaction of IT providers, corporate and public organisation users, and impact on society). Our strategy and international management faculty explore the processes and performance consequences of collaboration and innovation activities, business model innovation, the management of MNC subsidiaries, micro foundations of strategy and impact on firm performance, middle management perspectives of strategy implementation, ambidexterity and the management of exploration and exploitation activities in firms amongst other themes. Within marketing our researchers are currently focused on relationship marketing, service marketing, customer relationships, marketing intelligence, big data and firm performance amongst other themes. Within OB and HR, faculty are exploring themes of knowledge management and innovation, financialisation and

internationalisation, performance management systems, how ethics, values and beliefs shape how people work in organisations, ethics and sustainability, and cross cultural management amongst other themes. We are open to the development of new research capabilities or fields of expertise that new faculty may bring as well as those that see a connection between their research and that of our current faculty.

Faculty from the School of Business are actively engaged in several Maynooth University interdisciplinary thematic research areas, including People, Place and Society (e.g. our Smart Cities work and work on Migration and Transnationalism) and the Social and Economic Transformations thematic area (e.g. our work in the Business Innovation; and the Markets and Financial Exchange projects), as well as at the heart of the Maynooth University Innovation Value Institute (<http://ivi.nuim.ie>)

Our Programs & Approach to Education

Our portfolio of business programmes is a blend of single honours undergraduate and postgraduate business degrees, double major degrees with other departments from the Faculty of Social Science, and business as a subject within the omnibus Arts degree. 2016 to 2018 is an exciting time for our management discipline. We have been building our research capacity in this area with new faculty, which is translating into leading publications and research led teaching. We are working on the development of a suite of new International Business undergraduate degrees, changes within the content of our existing degrees, and new MSc programs in a range of management disciplines. We are also launching a new set of Arts offerings from 2016 and a re-designed curriculum. A distinctive feature of business education at Maynooth University is that many of our students can from 2016 take either Business Management or Business Marketing as part of a double major, combining the study of business with any one of over 20 other subject options including modern languages (e.g. German, or Spanish), psychological studies; humanities subjects (e.g. Music, Music Technology, English, Philosophy), social sciences (e.g. Anthropology, Sociology, Economics), or sciences (e.g. computer science or mathematics). Students learn the basics of management (including all major functional and strategic aspects of business and innovation as well as general, international and strategic management modules and specialist option modules). Many students transfer into single honours Business programs from their second year onwards, including our Business Management, Marketing and Equine Business degrees.

Our single honours degrees include our largest program, namely, Business and Management, and a suite of other degrees in Marketing, Equine Business, Business and Accounting, Law and Business. These degrees are structured to offer students insights into the foundational principles and the functional and strategy applications of their discipline, with all our degrees offering a management dimension over all years. Students also have the opportunity to take a one-year industrial placement or a study abroad year.

Our approach to business education is built on three liberal pillars:

- Expertise across the business field, thus giving our undergraduates a foundation in each of our functional disciplines, with opportunities to specialise once foundational competencies have been developed;
- A liberal education so that our graduates have the opportunity to gain an understanding of one or more social science or humanities discipline and thus an appreciation of how business can serve the needs of society and leverage ideas from other disciplines into a business;
- Ethics and society, thus giving our graduates an awareness of the ethical duties of business and its role as a tool to achieve the wider aims of society.

We also have taught postgraduate degrees, including our MSc in IT Enabled Innovation, MSc in Strategy and Innovation, and an MSc in Business and Management. Each of these have Information Communication Technology teaching and research opportunities. Finally, we have a PhD program focused on the areas of research interest of our faculty.

The Role

Maynooth University is committed to a strategy in which the primary University goals of excellent research and scholarship and outstanding education are interlinked and equally valued.

We are actively recruiting full time faculty in: **Information and Communication Technology.**

The successful candidates will teach on both our undergraduate and postgraduate programs. Many of our students are interdisciplinary in nature and the Information and Communication Technology team of lecturers teach across our degrees. It is important therefore that as well as an appreciation of Management Information Systems that our students have an appreciation of the role and application of information communication systems in business communications and marketing. Thus the team will be involved in teaching Social Media and Internet related communication as it applies to business and marketing in addition to traditional themes of Management Information Systems. Faculty teaching assignments may vary depending on the needs of the School of Business.

The successful candidates will have a proven record of teaching, research and publication, appropriate to career stage and hold a PhD in a relevant discipline for the role (those finishing their PhD prior to January 2017 may also be considered). They will be expected to make a strong contribution to the teaching programme of the School and undertake teaching duties on the School's undergraduate and postgraduate programmes as well as the supervision of Master's and PhD students. The appointee(s) will be expected to build a strong research profile that supports the University's research strategy including affiliating to the Research Institutes, where appropriate and working with colleagues on national and international research. The appointee will be expected to sustain and conduct research, engage in scholarship of quality and substance and generate publications of international standard.

All duties of the role will take into consideration the planned needs of the Research Institutes aligned to the Department/School. Currently the School of Business has a relationship with the Innovation Value Institute, which is a partnership of academics and over a hundred partner companies, including leading MNCs, focused on maximizing the impact of IT, and also the Edward M. Kennedy Institute, focused on conflict intervention and resolution.

Principal Duties

Teaching:

Undergraduate and postgraduate teaching duties are assigned by the Head of School. The duties will include:

- Teaching and assessing students at undergraduate level. This may include lecturing, tutoring, leading practical learning activities, project supervision, and setting, supervising and grading assessments;
- Teaching, supervising and assessing postgraduate students, including lecturing, leading seminars and other learning activities, supervision of student research activities, and setting, supervising and grading assessments;
- Enhancing and innovating in teaching and assessment practice;
- Contributing, as required, to the assurance and enhancement of teaching quality;
- Outreach and promotional activities and the recruitment and selection of undergraduate and post-graduate students;
- Developing and enhancing the curriculum;
- Designing and delivering of new courses.

Research & Scholarship:

Building a research and scholarly profile is an essential part of an academic career. This will include:

- Conducting research and engaging in scholarship of quality and substance in the discipline;

- Generating external income or securing resources to support scholarly activity as necessary;
- Disseminating research and scholarly outcomes through: peer reviewed publication, presentation at national and international conferences, preparation of professional reports; commercialisation, or other appropriate means;
- Affiliating with a University Research Institute, where appropriate;
- Fostering links with other institutions which will benefit both research and teaching at Maynooth University;
- Integrating research into the teaching curriculum;
- Supervising research students and post-doctoral fellows.

Service:

The academic staff members of the University are critical to achieving the strategic objectives of the University, and as such are required to engage in work that serves the collective strategic needs of the University. This may include:

- Administrative and service duties;
- Leading or contributing to strategic projects and initiatives;
- Contributing to the internationalisation of the University;
- Outreach and engagement activities;
- Collaborative work with external partners;
- Activities to promote the University locally, nationally and internationally;
- Carrying out any other duties within the scope, spirit and purpose of a Maynooth University academic post.

Administrative and other duties:

This will include:

- Undertaking administrative tasks within the School, Faculty and University as required and as assigned by the Head of School, the Dean or the President;
- Attending and serving on School, Faculty, Institute and University committees as appropriate;
- Attending courses and engaging in other activities associated with professional development as appropriate;
- Complying with all University policies.

The ideal candidate will have:

- A PhD in a relevant discipline (Management Information Systems, Computer Science – with a management or marketing dimension - or a strongly related discipline). Candidates who have not yet completed their PhD but are expected to complete it shortly (by January of 2017) may be considered;
- A strong and demonstrated commitment to research and international publication in information and communication technology;
- A demonstrated/realised capacity for publication in international, peer reviewed journals;
- Experience of and a demonstrated commitment to undergraduate and postgraduate teaching, programme development and academic innovation;
- An ability to design, deliver and assess a range of modules in and outside of her/his specialist area of research interest;
- Good administrative, organisational, teamwork and communication skills;
- A capacity to and enthusiasm for working in an inter-disciplinary environment within the wider context of the School of Business and University;
- Experience of academic direction of undergraduate or postgraduate degrees;
- Experience of supervising graduate research students;
- A demonstrated track record of developing successful research funding applications;
- A productive research network and international academic experience;
- Administrative experience commensurate with managing a portfolio of teaching and research.

Selection and Appointment

- Only shortlisted candidates will be invited to attend for interview;
- Candidates invited for interview will be required to make a brief presentation; the topic and format of which will be given to shortlisted candidates;
- Appointments will be approved by the President based on the report of the selection board;
- It is anticipated that interviews will be held starting the week of 4th July 2016 through to 13th July;
- The appointment is expected to be effective from 1 September 2016. Appointments after this time will be considered where candidates are suitable and subject to negotiation with School of Business.

Terms and Conditions

The appointment will be made at Lecturer level, of which there are two grades: Lecturer and Assistant Lecturer. To be appointed at the Lecturer level, the successful candidate will have a strong record of research, publications, teaching and academic leadership.

The University will make a permanent appointment where the preferred candidate has an established track record in research and teaching; where it is in the best interests of the university, the post may be filled on a fixed-term contract basis.

Salary

Lecturer (Post 1995*): €50,808 – €76,936 p.a. (7 points)

Appointment will be made in accordance with the Department of Finance pay guidelines.

*New entrants to the public sector will be appointed on the first point of the Lecturer (Post 1995) payscale.

Application Procedure

Please ensure that you USE THE FOLLOWING REFERENCE 'Lec_ICT' in the subject line of your application email. This will clarify which role you are applying for.

Please note applications should be made by sending the following information as **ONE** single attachment (either in PDF or word format) incorporating all of the below required information:

- A Curriculum Vitae, including all qualifications and experience, and a covering letter addressing your interest and suitability for the role;
- The names, email addresses, correspondence addresses and telephone numbers of three referees whom the University may contact.

Once attachment is compiled please send your single document application to recruitment@nuim.ie

The completed application documents should be forwarded by email to arrive no later than **midnight, Sunday, 5th of June, 2016**. Late applications will not be accepted.

Maynooth University is an equal opportunities employer

The position is subject to the Statutes of the University